

EXHIBIT 1
ANNUAL EEO PUBLIC FILE REPORTS

Exhibit 1

Annual EEO Public File Report, 8/1/09

WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2009

This Annual EEO Public File Report is filed on behalf of WLS-TV (the "Station") in compliance with the FCC's EEO reporting requirements.

This report includes information from July 16, 2008 through July 15, 2009, and will be placed in the Station's public files and on the Station's website as of August 1, 2009.

General Policy

WLS-TV has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation, status as a Vietnam era or special disabled veteran, or any other protected characteristic as established by law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is WLS-TV's policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

Responsibility

Emily Barr, President and General Manager of WLS-TV, is in charge of the implementation and administration of the Equal Opportunity Programs and the accuracy of the information in this report.

Job Vacancy Information

WLS-TV is an equal opportunity employer that is committed to meeting and surpassing the Station's EEO information dissemination obligations. Notices of all full-time job vacancies were posted on the Station's website, on the website of The Walt Disney Company, its ultimate parent company, and on the Illinois Broadcasters Association website. Notices of those job openings were also sent to other professional groups and minority and women's organizations that requested such notification or that the Station believed could be useful referral sources. In addition, The Walt Disney Company sent notices of all those full-time vacancies to Direct Employers, which in turns sent these notices on to a large number of nonprofit organizations across the country. See *Attachment A*, the Station's Recruitment Source List, for names, addresses, contact names and numbers of the organizations to which the Station directly sends notices of job openings. See *Attachment B* for the Direct Employers Association Network Sites.

The Station also advertises many of its job openings in publications and on job-related websites calculated to reach a variety of other qualified applicants. The publications that were used to advertise particular job openings are listed in *Attachment C*.

The Station will continue to actively seek out new recruitment sources to ensure that word of all job openings is distributed to a broad pool of potential applicants.

Positions Filled

During the reporting period (July 16, 2008 through July 15, 2009), WLS-TV filled four full-time job vacancies. See *Attachment C* for information about the recruitment initiatives used and the results of those recruitment initiatives.

Supplemental Recruitment Measures

(A) *Internship Program:* WLS-TV is continuing to offer internships during each fall, winter/spring and summer sessions to college and university students (including women and minorities). An internship generally lasts 12-15 weeks, with each student working about 20 hours per week for school credit. To recruit college interns, our Internship Coordinator goes to several colleges and works directly with the Internship Directors at each school. Information about the internship program is also on the Station's website.

Those who have successfully completed the Station internship program have often received full-time paid positions in broadcasting after graduation. By way of example:

- Two of the Station's former interns became General Assignment Reporters at other television stations.

- One former intern became employed as an Account Executive in ABC National TV Sales and has since been promoted to Vice President, Local Sales Manager at WLS-TV.
- One former intern was hired by ABC-TV as a Sales Assistant in Network Sales and another as a Sales Assistant for WLS-TV. The Sales Assistant for WLS-TV has since been promoted to a Marketing Sales Associate.
- A former intern was hired by WLS-TV as an Account Executive.
- In 2004 three former interns were hired as freelance employees by WLS-TV, one in Programming, one in Accounting and one in News.
- In 2005 two former interns were hired as freelance employees by WLS-TV in News.
- In 2006 two former interns were hired as freelance employees by WLS-TV in News.

See *Attachment D* for a description of internship opportunities and a list of the schools the interns attend.

(B) Job Fairs: In July of 2008, the Station hosted a booth at the Unity: Journalists of Color, Inc. Conference. News Director Jennifer Graves and Executive Producers Anthony Shute and Wilson Toy, all whom have input into hiring decisions, attended and collected resumes of potential job applicants. Ms. Graves, Mr. Shute and Mr. Toy reviewed applicant reels and counseled journalists on what hiring managers hope to see when screening audition tapes.

(C) Career Days: Over the past year, some of the Station's on-air-talent have given career-oriented talks at the following locations:

Cheryl Burton

Kennedy King College – Chicago, IL – April 16, 2009

Tracy Butler

El Sierra Elementary – Downers Grove, IL – November 20, 2008

Mike Caplan

Country Meadows School – Long Grove, IL – November 13, 2008

Alan Krashesky

Kennedy Junior High School – Lisle, IL – April 24, 2009

Phil Schwarz

Gavin Middle School – Ingleside, IL – April 7, 2009

St. Francis de Sales High School – Chicago, IL – April 7, 2009

Rosalyn Varon

Roosevelt Middle School – River Forest – May 14, 2009

(D) Media Trade Group Postings: During the reporting period, the Station posted all of its full-time job openings on the employment page of the website of the Illinois Broadcasters Association.

Efforts to Improve Mailing List and Recruitment Methodology

In an effort to expand and improve its organizational mailing list, the Station has a notice on its website and has aired a 15-second spot on both the analog and high definition simulcast channels as well as the Station's second high definition channel requesting that organizations interested in being added to our mailing list contact us. The 15-second spot aired once a month between August and December of 2008 on the analog and high definition simulcast channels and once a month between July and December of 2008 on the second high definition channel.

WLS-TV is engaged in a continual effort to evaluate the effectiveness of its EEO outreach and recruitment program and to improve and refine it as needed by monitoring the responses that are received and ensuring that the interviewing pool for the positions it fills includes a large number of qualified applicants from diverse sources. WLS-TV continually modifies and regularly expands its recruitment program as needed to fulfill these goals.

ATTACHMENT A

WLS-TV RECRUITMENT SOURCE LIST

For the Entire Period 07/16/08 – 07/15/09

602 Communications - 1011 Lyndhurst Falls Lane, Knightdale, NC 27545
Contact Sandy Lizik Phone (919) 217-4438.

Chicago Urban League - 220 South State Street – Suite 1100 - Chicago, Illinois 60604
Contact Joe O. Gray - Phone (312) 692-0766 - Fax (312) 692-0769

*Connecticut School of Broadcasting – 3250 Lacey Road – Suite 130 – Downers Grove, IL 60515 Effective 1/23/09
Contact Gina Ferraro – Phone (630) 390-3568
Email csbdownersgrove@gocsb.com and jobs@gocsb.com

Direct Employers Association – See Attachment B

Harold Washington College - 30 East Lake Street - Chicago, Illinois 60601
Contact Ollie Horan – Phone (312) 553-5667 – Fax (312) 553-3130

*Hull House Association - LeClaire-Hearst Community Center - 4340 South Lamon Avenue, Chicago, Illinois 60638
Contact Samantha Miller – Phone (773) 767-1516 – Fax (773) 767-6398

Illinois Broadcasters Association Website - www.ilba.org

Illinois Center for Broadcasting - 55 West 22nd St. Suite 240, Lombard, IL 60148
Phone (630) 916-1700.
Email placement.chicago@beonair.com

Illinois Department of Human Services - 401 South Clinton Street - Chicago, Illinois 60607
Contact Job Board – Phone (312) 814-4392 – Fax (312) 814-2378
E-mail DHSD3232@dhs.state.il.us

*Joint Civic Committee of Italian Americans – 3800 W. Division Street - Stone Park, Illinois 60165
Contact Marie Palello – Phone (708) 450-9050 – Fax (708) 450-9065
E-mail jccia@voyager.net
Website www.jccia.com

Latino Council on Media - 2011 West Pershing Road - Chicago, Illinois 60609
Contact Mary Gonzalez-Koenig – Phone (773) 247-1778 – Fax (773) 247-3924
E-mail marygkoenig@scj-usa.org

NAACP - 800 East 78th Street - Chicago, Illinois 60619
Contact Rev. James Demus - Phone (773) 487-9600 - Fax (773) 487-9633

*NABET - CWA Local 41 - (National Association of Broadcast Employees & Technicians) 203 North Wabash Avenue - Suite 2118 - Chicago, Illinois 60601
Contact Charlie Braico - Phone (312) 372-4111 - Fax (312) 372-4115
E-mail charlieb@nabet41.org
Website [NABET 41.org](http://NABET41.org)

*NABET - CWA - (National Association of Broadcast Employees & Technicians)
501 3rd Street, N.W., Washington DC 20001-2797
Contact John Clark - Phone (202) 434-1254 - Fax (202) 434-1426
For NABET positions only

NABJ (National Association of Black Journalists) - 8701A Adelphi Road - Adelphi, MD 20783
Contact Warren Paul - Phone (301) 445-7100 - Fax (301) 445-7101
Website www.nabj.org

NABJ Chicago - 190 North State - 11th Floor - Chicago, Illinois 60601
Contact Marsha Eaglin - Phone (312) 750-7704 - Fax (312) 750-7701
E-mail secretary@nabjchicago.org

NAHJ (National Association of Hispanic Journalists) - 1000 National Press Building
529 14th St. NW, Washington, DC 20045-2001
Contact Job Bank Coordinator - Phone (202) 662-7145 - Fax (202) 662-7144
E-mail jobbank@nahj.org

NLGJA (National Lesbian & Gay Journalists Association) - 1420 K Street, NW
Suite 910 - Washington, DC 20005
Contact L. Spencer - Phone (202) 588-9888 - Fax (202) 588-1818
E-mail info@nlgia.org

Operation PUSH, Inc. - 930 East 50th Street - Chicago, Illinois 60615
Contact Marnie Trotter - Phone (773) 373-3366 - Fax (773) 373-3571

Spanish Coalition for Jobs - 2011 West Pershing Road - Chicago, Illinois 60609
Contact Sandra Luna - Phone (773) 247-0707 - Fax (773) 247-4975

Television Bureau of Advertising - 3 East 54th Street - New York, NY 10022
Contact Job Bank Coordinator - Phone (212) 486-1111 - Fax (212) 935-5631
E-mail hope@tvb.org

*TVJobs.Com - P.O. Box 4116 - Oceanside, CA 92052
Contact Mark Holloway - Phone (760) 754-8177 - Fax (760) 754-2115
Website www.tvjobs.com

United Cerebral Palsy Association – 325 North Wells Street – Suite 321
Chicago, Illinois 60610
Contact Angela Welch – Phone (312) 464-1608 – Fax (312) 464-1646
E-mail awelch@ucpnet.org

Westside Business Improvement - 5427 West Madison - Chicago, Illinois 60644
Contact Kimberly Richardson – Phone (773) 921-0166 – Fax (773) 921-0935

WLS-TV Website
www.abc7chicago.com

Women Employed - 111 North Wabash - Suite 1300 - Chicago, Illinois 60602
Contact Maritza Gonzalez – Phone (312) 782-3902 – Fax (312) 782-5249
E-mail info@womenemployed.org

*Worknet Chicago – 10456 South Halsted – Chicago, Illinois 60628
Contact Doug Nestingen – Phone (773) 233-4364 – Fax (773) 298-0810
E-mail dnestingen@desiatchicago.com

Youth Job Center of Evanston - 1114 Church Street - Evanston, Illinois 60201
Contact James Sibley – Phone (847) 964-5627 – Fax (847) 864-3098

* These organizations explicitly requested to be placed on the Station's Recruitment Source List

ATTACHMENT B

DirectEmployers Association Network Sites JobCentral.com - National Labor Exchange

State Networks			
AK.JobCentral.com	AK	NE.JobCentral.com	NE
AL.JobCentral.com	AL	NV.JobCentral.com	NV
AR.JobCentral.com	AR	NH.JobCentral.com	NH
AZ.JobCentral.com	AZ	NJ.JobCentral.com	NJ
CA.JobCentral.com	CA	NM.JobCentral.com	NM
CO.JobCentral.com	CO	NY.JobCentral.com	NY
CT.JobCentral.com	CT	NC.JobCentral.com	NC
DE.JobCentral.com	DE	ND.JobCentral.com	ND
FL.JobCentral.com	FL	OH.JobCentral.com	OH
GA.JobCentral.com	GA	OK.JobCentral.com	OK
HI.JobCentral.com	HI	OR.JobCentral.com	OR
IA.JobCentral.com	IA	PA.JobCentral.com	PA
ID.JobCentral.com	ID	RI.JobCentral.com	RI
IL.JobCentral.com	IL	SC.JobCentral.com	SC
IN.JobCentral.com	IN	SD.JobCentral.com	SD
KS.JobCentral.com	KS	TN.JobCentral.com	TN
KY.JobCentral.com	KY	TX.JobCentral.com	TX
LA.JobCentral.com	LA	UT.JobCentral.com	UT
MA.JobCentral.com	MA	VT.JobCentral.com	VT
MD.JobCentral.com	MD	VA.JobCentral.com	VA
ME.JobCentral.com	ME	WA.JobCentral.com	WA
MI.JobCentral.com	MI	DC.JobCentral.com	Washington, DC.
MN.JobCentral.com	MN	WV.JobCentral.com	WV
MO.JobCentral.com	MO	WI.JobCentral.com	WI
MS.JobCentral.com	MS	WY.JobCentral.com	WY
MT.JobCentral.com	MT		

Diversity	Other		Global
DiversityWorking.com	About.com	Just-posted.com	Indeed Canada
Vetsuccess.gov/jobs	Clusty.com	LinkedIN.com	Japan.recruit.net
Disaboom	Google	Local.com	China.recruit.net
disABLEdperson.com	Google Desktop	Lycos Classifieds	HongKong.recruit.net
JobCentral Diversity	GoSasa.com	MammaJobs	India.recruit.net
OCCMundial	Indeed	Myway.com	Australia.recruit.net
MultiCultural Womens' Council	Info.com	New York Times	Singapore.recruit.net
	Jobalot	Oodle.com	Jobespresso.net - Italy
	JobCental Myspace	SimplyHired 50+	Jobrapido.at - Austria
	Jobs.myspace	SimplyHired.com	Jobrapido.br - Brazil
	Jobsources.info	Snap.com	Jobrapido.ch - Switzerland
	Juju.com	TalentPlanet.com	Jobrapido.co.uk - UK
			Jobrapido.de - Germany
			Jobrapido.es - Spain

States	Metro				
Alabama	Birmingham	Huntsville	Mobile	Montgomery	
Alaska	Anchorage	Fairbanks	Juneau		
Arizona	Flagstaff	Phoenix	Tucson		
Arkansas	Fayetteville	Little Rock			
California	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware	Dover	Wilmington			
District of Columbia	Washington				
Florida	Clearwater	Fort Lauderdale	Jacksonville	Miami	Orlando
	St. Petersburg	Tallahassee	Tampa		
Georgia	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii	Hilo	Honolulu			
Idaho	Boise	Pocatello			
Illinois	Aurora	Chicago	Joliet	Peoria	Rockford
	Springfield				
Indiana	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa	Cedar Rapids	Des Moines			
Kansas	Kansas City	Topeka	Wichita		
Kentucky	Frankfurt	Lexington	Louisville		
Louisiana	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine	Augusta	Portland			
Maryland	Annapolis	Baltimore			
Massachusetts	Boston	Springfield	Worcester		
Michigan	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota	Minneapolis	St. Paul			
Mississippi	Gulfport	Jackson			
Missouri	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana	Billings	Helena			
Nebraska	Lincoln	Omaha			
Nevada	Carson City	Las Vegas	Reno		
New Hampshire	Concord	Manchester			
New Jersey	Elizabeth	Jersey City	Newark	Paterson	Trenton
New Mexico	Albuquerque	Santa Fe			
New York	Albany	Buffalo	Elmira	New York	Rochester
	Syracuse				

North Carolina	Asheville	Charlotte Winston-Salem	Fayetteville	Greensboro	Raleigh
North Dakota	Durham	Bismark			
Ohio	Bismark	Fargo			
	Akron	Cincinnati	Cleveland	Columbus	Dayton
	Toledo				
Oklahoma	Oklahoma City	Tulsa			
Oregon	Eugene	Portland	Salem		
Pennsylvania	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island	Providence				
South Carolina	Charleston	Columbia			
South Dakota	Pierre	Sioux Falls			
Tennessee	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas	Abilene	Amarillo	Austin	Beaumont	Brownsville
	Corpus Christi	Dallas	El Paso	Fort Worth	Houston
	Laredo	Longview	Lubbock	San Antonio	Tyler
	Waco	Wichita Falls			
Utah	Provo	Salt Lake City			
Vermont	Burlington	Montpelier			
Virginia	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington	Olympia	Seattle	Spokane	Tacoma	
West Virginia	Charleston	Huntington			
Wisconsin	Green Bay	Madison	Milwaukee		
Wyoming	Casper	Cheyenne			

Military Network

JobCentral Veterans
hirevetsfirst.gov

CorporateGray.com

Alumni Network

Abilene Christian University	Brandeis University
Adelphi University	Brazosport College
Adirondack Community College	Brewton-Parker College
Albion College	Brookhaven College
Albright College	Brooklyn College, City University of New York
Alcorn State University	Bryant University
Alfred University	Buena Vista University
Allegheny College	Butler University
Alvin Community College	Caldwell College
American University	California Baptist University
American University of Paris	California State University, Bakersfield
Ancilla College	California State University, Chico
Anderson University	California State University, East Bay
Anna Maria College	California State University, Fullerton
Aquinas College	California State University, Long Beach
Arcadia University	California State University, Monterey Bay
Arizona State University (Sun Devil CareerLink)	California State University, San Marcos
Arkansas State University	California University of Pennsylvania

Arkansas Tech University
 Ashford University
 Athens State University
 Auburn University
 Augusta State University
 Augustana College
 Augustana College (SD)
 Austin College
 Babson College
 Baker College
 Ball State University (Cardinal ViewJobs)
 Barnard College
 Barton College
 Baruch College, City University of New York
 Belhaven College
 Belmont Abbey College
 Belmont University
 Beloit College
 Bemidji State University
 Bennington College
 Berkeley College
 Boston College
 Boston College Carroll Graduate School of
 Management
 Boston University (BU CareerLink)
 Bowdoin College
 Bradley University

Calvin College (CalvinLink)
 Campbell University
 Campbellsville University
 Capital University
 Carlow University
 Carroll College
 Castleton State College
 Cayuga Community College
 Cazenovia College
 Cedar Crest College
 Central Florida Community College
 Central Methodist College
 Central Michigan University
 Central Missouri State University
 Central Piedmont Community College
 Central Texas College
 Central Washington University
 Centre College
 Chaminade University of Honolulu
 Chattahoochee Technical College
 Chestnut Hill College
 Chowan College
 Christopher Newport University
 City College of Chicago-Truman College
 Claflin University
 Clark University
 Clarke College

Alumni Network Continued

Clarkson University
 Clemson University
 Coastal Carolina Community College
 Coastal Carolina University
 Coe College
 Colgate University
 College of Mount Saint Vincent
 College of Mount St. Joseph
 College of Notre Dame of Maryland
 College of Saint Benedict
 Colorado Christian University
 Colorado School of Mines
 Colorado State University, Pueblo
 Concordia College
 Concordia University, Wisconsin
 Concordia University-River Forest, IL
 Connecticut College
 Converse College
 Corning Community College

Evangel University
 Fairfield University
 Farmingdale State University
 Flathead Valley Community College
 Florida International University (PantherLink)
 Florida Metropolitan University Online (FMU
 Online)
 Florida State University (Seminole CareerNet)
 Florida Technical College
 Floyd College
 Fordham University
 Franklin College
 Frostburg State University
 Geneva College
 George Mason University
 George Washington University (GWork)
 Georgetown University
 Georgia College & State University
 Georgia Institute of Technology
 Georgia Southwestern State University

Covenant College
 Culver-Stockton College
 Daniel Webster College
 Dartmouth College
 Delaware State University
 Delaware Valley College
 Delta State University
 Denison University
 DeSales University
 Dickinson College
 Dominican University
 Drew University
 Drexel University
 Drury University
 Duquesne University
 East Carolina University
 Eastern Kentucky University

 Eastern Michigan University
 Eastern Nazarene College
 Eastern New Mexico University-Roswell
 Eastern Oregon University

 Eastern University
 Eastern Washington University
 Eckerd College
 Elizabethtown College

 Emerson College (EmersonWorks)
 Emory & Henry College
 Eureka College

Georgia State University
 Gettysburg College
 Gonzaga University
 Goshen College
 Graceland University
 Grand Valley State University
 Green Mountain College
 Grove City College
 Guilford College
 Gustavus Adolphus College
 Hampden-Sydney College
 Harris-Stowe State College
 Hastings College
 Heidelberg College
 High Point University
 Holy Names University
 Howard Payne University
 Hubert H. Humphrey Institute of Public Affairs,
 University of Minnesota (Humphrey Career Link)
 Hudson County Community College
 Hunter College, City University of New York
 Illinois State University

 Illinois Wesleyan University
 Indiana Institute of Technology
 Indiana State University (Sycamore CAREERlink)
 Indiana University - School of Informatics
 Indiana University Kelley School of Business,
 Bloomington
 Indiana University Kokomo
 Indiana University Purdue University Indianapolis

Alumni Network Continued

Indiana University South Bend
 Indiana University, Kelley School of Business,
 Indianapolis
 Indiana University, Purdue University Fort Wayne
 (IPFW JobZone)
 Indiana University, School of Health, Physical
 Education and Recreation
 Indiana Wesleyan University
 Jamestown Community College
 John Brown University

 John Jay College of Criminal Justice

 Johnson State College

 Juniata College
 Kansas State University at Salina

Millikin University
 Mineral Area College
 Minnesota State University Moorhead
 Mississippi State University
 Missouri Western State College
 Molloy College
 Mount Aloysius College

 Mount Ida College

 Mount Marty College

 Mount Olive College
 Mount St. Mary College

Kaskaskia College
 Keuka College
 King's College
 La Salle University
 Lafayette College
 Lake Forest College
 Lakeland College
 Lehigh University
 Lewis & Clark College
 Lewis University
 Liberty University
 Long Island University
 Longwood University
 Loras College
 Louisiana State University
 Louisiana State University at Eunice
 Louisiana Tech University
 Lycoming College
 Lyndon State College
 Lyon College
 Macalester College
 Manchester College
 Marian College of Fond du Lac
 Marietta College
 Mars Hill College
 Maryville College
 Maryville University
 Massachusetts College of Liberal Arts
 Meredith College
 Methodist College
 Metropolitan Community Colleges
 Middle Tennessee State University
 Middlebury College

Mount St. Mary's College
 Mount Union College
 Mountain Empire Community College
 Muhlenberg College
 Murray State College
 National-Louis University
 Nebraska Wesleyan University
 New College of Florida
 New Jersey Institute of Technology
 New School University
 New York City College of Technology
 New York Institute of Technology
 New York University (NYU CareerNet)
 Newman University
 Niagara University
 North Carolina State University
 North Central College
 North Park University
 Northeastern State University
 Northeastern University
 Northern Arizona University
 Northern Illinois University
 Northern Michigan University
 Northern State University
 Northland College
 Northwestern College
 Notre Dame College
 Notre Dame de Namur University
 Nyack College
 NYU Robert F. Wagner Graduate School of Public
 Service (Career Directory)
 Occidental College
 Ocean County College
 Oglethorpe University

Alumni Network Continued

Ohio Wesleyan University
 Oklahoma Baptist University
 Old Dominion University
 Olivet College
 Oregon State University
 Pace University
 Park University
 Penn State - University Park
 Penn State, Altoona
 Penn State, Hazleton
 Penn State, Wilkes-Barre
 Penn State, Worthington Scranton
 Pennsylvania Institute of Technology

Saint Joseph's University
 Saint Martin's College
 Saint Mary-of-the-Woods College
 Saint Mary's College
 Saint Vincent College
 Salem College
 Salisbury University
 Salve Regina University
 Samford University
 San Diego State University
 San Jose State University
 Santa Clara University
 Seattle Central Community College

Pfeiffer University	Seattle Pacific University
Plattsburgh State University	Seton Hill University
Pratt Institute	Shoreline Community College
Presbyterian College	Simmons College
Providence College	Skidmore College
Purchase College - SUNY (Purchase JobScore)	Slippery Rock University of Pennsylvania
Purdue University (CCO Express)	Soka University
Purdue University, Krannert School of Management	Sonoma State University
Quincy University	South Mountain Community College
Randolph-Macon College	Southampton College
Raritan Valley Community College	Southeastern Oklahoma State University
Rasmussen College (Rasmussen Job Connect)	Southern Methodist University
Reed College	Southern New Hampshire University
Regent University Graduate School of Business	Southern Oregon University
Remington College, New Orleans Campus	Southern Polytechnic State University
Rensselaer Polytechnic Institute (RedHawk JobLink)	
Rice University (Ricelink)	Southern State Community College
Ringling School of Art and Design	Southwest Baptist University
Roanoke College	Southwest Missouri State University
Rochester College	Southwest Tennessee Community College
Rochester Institute of Technology (RIT Job Zone)	Southwest Virginia Community College
	Southwestern Assemblies of God University
Rockford Business College	
Rollins College	Southwestern College
Rose-Hulman Institute of Technology	Southwestern Illinois College
Rutgers, The State University of New Jersey, Camden	Southwestern Oklahoma State University
Rutgers, The State University of New Jersey, Newark Campus	Southwestern University
Saint Bonaventure University	St. Ambrose University
Saint Francis University	St. Francis College
Saint Joseph College	St. Gregory's University
Saint Joseph's College	St. Joseph's College, New York
	St. Lawrence University
Saint Joseph's College of Maine	St. Mary's University

Alumni Network Continued

St. Norbert College	The Sage Colleges
St. Olaf College	The Savannah College of Art and Design
St. Thomas Aquinas College	The University of Alabama in Huntsville
Stanford University (Cardinal Careers)	The University of Kansas
Stephens College	The University of Montana-Western
	The University of North Carolina at Chapel Hill (CarolinaLink)
Stetson University	The University of North Carolina at Charlotte
Stevens Institute of Technology	The University of North Carolina at Greensboro
Stony Brook University	The University of Texas at Austin, College of Communication
SUNY Buffalo	The University of Texas at Austin, College of Liberal Arts
SUNY Cobleskill	

SUNY College at Brockport (JobShop)
 SUNY Delhi
 SUNY Geneseo
 SUNY Oswego

 Susquehanna University
 Swarthmore College
 Sweet Briar College

 Syracuse University

 Tallahassee Community College

 Tarleton State University
 Taylor University
 Teachers College, Columbia University
 Temple University - The Fox School of Business &
 Management, GCMC
 Temple University - The Fox School of Business,
 CSPD

 Tennessee Technological University
 Texas A&M International University
 Texas A&M University
 Texas A&M University-Commerce
 Texas Lutheran University
 Texas State Technical College - West Texas
 Texas Wesleyan University
 The Catholic University of America (Cardinal
 Connection)

 The College of New Jersey

 The College of William and Mary
 The Eli Broad Graduate School of Management,
 Michigan State University
 The Master's College

 The Ohio State University
 The Ohio State University, Engineering Career
 Services
 The Robert O. Anderson Schools of Management

The University of Texas at Austin, College of
 Natural Sciences
 The University of the Pacific
 The University of Vermont
 Thiel College

 Transylvania University
 Trevecca Nazarene University
 Trinity University

 Tri-State University

 Troy State University Montgomery

 Troy University
 Turtle Mountain Community College
 Tusculum College

 Tyler Junior College

 University at Buffalo, School of Management
 University at Buffalo, The State University of New
 York
 University of Alabama at Birmingham
 University of Alaska, Anchorage
 University of Alaska, Fairbanks
 University of Arizona (Wildcat JobLink)
 University of Arkansas
 University of California, Berkeley (CalJobs)

 University of California, Davis (Aggie Job Link)

 University of California, Irvine (ZotLink)

 University of California, Los Angeles (BruinView)

 University of California, Riverside
 University of California, San Diego (Port Triton)
 University of California, Santa Barbara
 (GauchoLink)

 University of California, Santa Cruz

Alumni Network Continued

University of Connecticut, School of Business
 University of Colorado at Boulder

 University of Colorado at Colorado Springs
 University of Dallas, Graduate School of
 Management

University of South Florida
 University of South Florida Sarasota-Manatee
 University of Southern California School of Policy,
 Planning & Development

 University of Southern Indiana

University of Delaware	University of St. Thomas
University of Evansville (UE JobLink)	University of Tennessee
University of Florida (Gator CareerLink)	University of Texas at Arlington
University of Hartford	University of Utah
University of Hawaii at Hilo	University of West Florida
University of Houston	University of West Georgia
University of Illinois	University of Wisconsin-Green Bay
University of Illinois at Chicago	University of Wisconsin-Madison School of Business
University of Illinois at Urbana	University of Wisconsin-Milwaukee
University of Illinois, Urbana-Champaign	University of Wisconsin-Platteville
University of Indianapolis	Upper Iowa University
University of La Verne	Urbana University
University of Louisiana at Lafayette	Ursinus College
University of Louisiana at Monroe	Utah Valley State College
University of Mary	Utica College
University of Maryland, Baltimore County	Valley City State University
University of Massachusetts Boston	Valparaiso University
University of Massachusetts-Amherst, Isenberg School	Vassar College
University of Michigan Business School	Villanova University
University of Michigan School of Information (iTrack)	Virginia Highlands Community College
University of Minnesota	Voorhees College
University of Missouri	Wabash College
University of Nebraska at Kearney (Career Services Solutions)	Wake Forest University
University of Nebraska, Lincoln (Husker Hire Link)	Wake Forest University-Babcock Graduate School of Management
University of Nevada, Las Vegas (CareerLink)	Wallace State Community College
University of Nevada, Reno (Career Navigator)	Walsh College
University of North Alabama	Walsh University
University of North Carolina Wilmington	Wartburg College
University of North Texas Dallas Campus	Washington and Lee University
University of Notre Dame (Go IRISH)	Washington College
University of Oregon (UO-JobLink)	Wayne State University
University of Pennsylvania (PennLink)	Waynesburg College
University of Pittsburgh	Wells College
University of Puget Sound	Wentworth Institute of Technology
University of Redlands	West Texas A&M University
University of Saint Francis	West Virginia University, College of Business & Economics
University of San Diego (ToreroLink)	
University of South Alabama	

Alumni Network Continued...

Western Kentucky University

Western Oregon University

Western Washington University

Westminster College

Westwood College of Technology

Wheeling Jesuit University

Whitman College

Whitworth College

Wichita State University

Widener University

Wilkes University

Willamette University

Williams Baptist College

Wilmington College

Wilmington College of Ohio

Winston-Salem State University

Wittenberg University

Xavier University

Yale Divinity School

Yale Graduate School of Arts and Sciences, Yale University

Yavapai College

Yeshiva University

York College of Pennsylvania

ATTACHMENT C

POSITIONS FILLED BETWEEN 07/16/08 - 07/15/09

Listed below are the 4 full-time positions filled at WLS-TV between 07/16/08 and 07/15/09, the recruitment methods used for each, and the sources of interviewed applicants.

Morning News Writer/Producer

Date position was opened: 5/29/08

Date position was filled: 8/4/08

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, three employee referrals, one industry referral, three in-house staff employee applicants and one in-house daily hire employee applicant. The referral source for the candidate hired was the ABC7 website.

Website Producer

Date position was opened: 11/4/08

Date position was filled: 12/12/08

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Three people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, one applicant from 602 Communications (one of the Station's recruitment sources listed on Attachment A) and one in-house daily hire employee applicant. The candidate hired was the in-house daily hire employee applicant.

Reporter

Date position was opened: 1/7/09

Date position was filled: 2/10/09

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the Disney Jobs website, one applicant from the ABC7 website, three applicants from talent agents, one industry referral, two in-house staff employee applicants and one in-house daily hire employee applicant. The candidate hired was an in-house staff employee applicant, who was promoted from his former position, Special Projects Producer.

Special Projects Producer

Date position was opened: 2/12/09

Date position was filled: 3/16/09

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, one employee referral, one in-house staff employee applicant and three in-house daily hire employee applicants. The referral source for the candidate hired was the ABC7 website.

ATTACHMENT D

INTERNS

Following is a description of internship opportunities at WLS-TV and a list of the schools that the station's 2008-09 interns attended.

NEWS DEPARTMENT

Ball State University	May 2009 – August 2009
California State University	August 2008 – December 2008
Columbia College Chicago	January 2009 – May 2009
DePaul University (3 interns)	February 2009 – May 2009
DePaul University	May 2009 – August 2009
Illinois Center for Broadcasting	December 2008 – March 2009
Indiana University	May 2009 – August 2009
Lake Forest College	January 2009 – May 2009
Marquette University	May 2009 – August 2009
Northwestern University	September 2008 – December 2008
Olivet Nazarene University	January 2009 – May 2009
University of Chicago	January 2009 – May 2009
University of Chicago	June 2009 – August 2009
University of Illinois – Champaign	January 2009 – May 2009
University of Illinois – Champaign	May 2009 – August 2009
University of Illinois – Chicago	May 2009 – August 2009
University of Missouri	January 2009
University of Notre Dame	May 2009 – August 2009

Interns are typically assigned to a reporter two days a week and to the news planning department one day a week.

While assigned to reporters, interns work on a variety of stories. Tasks include researching information and setting up possible interviews.

The news planning department is responsible for collecting, researching and developing future news reports for the ABC7 news department. The planning editor and planning department researcher (regular staff employees) create a daily sheet, which lists possible reporting ideas. This list is then used the following day in the morning editorial meeting to decide which news reports will be covered. The planning department is also responsible for planning long-term stories, such as elections and political conventions. News planning department interns assist the planning editor and researcher by answering phone tip lines, collecting and organizing possible future news reports as well as collecting and sorting incoming faxes and mail. They are encouraged to contribute potential story ideas and attend the morning editorial meeting when possible. The interns' duties also include conducting phone pre-interviews on potential interview subjects to determine the newsworthiness of any given story.

SPORTS DEPARTMENT

Carleton College	December 2008 – March 2009
Cornell University	May 2009 – August 2009
DePaul University	January 2009 – May 2009
Indiana University	January 2009 – May 2009
Milliken University	June 2009 – August 2009
University of St. Francis	September 2008 – December 2008

The sports interns are responsible for logging and watching sports events during the day. The interns are also expected to suggest the best highlights for the day's newscast.

When possible, the intern is sent out into the field during sporting events to see how the reporter reacts in the field. From time to time the intern will do interviews.

CREATIVE SERVICES / PROMOTIONS DEPARTMENT

University of Wisconsin-Madison	June 2009 – August 2009
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The creative services / promotions intern learns how to write and produce promotion for TV, including:

- News Topicals (:30, :20 and IDs)
- News Special Reports
- Sport Specials
- Local Programming (*190 North, Healthbeat, N Beat, People Places & Things*)
- Sales Campaigns and other related projects

The creative services / promotions intern:

- Learns how to produce promotional announcements from concept to completion
- Learns how to screen video/audio...and choose the best elements for use.
- Observes editors during the editing process.
- Assists department producers in the production of promotional announcements.
- Works with announcers.
- Works with production crews on location shoots (when scheduled).
- Works with artists in developing graphics for promos.
- Works on various print ads (writing copy, graphic development, and deadline responsibility).

CREATIVE SERVICES / PROGRAMMING DEPARTMENT

Columbia College Chicago	August 2008 – December 2008
Columbia College Chicago (3 interns)	January 2009 – May 2009
Howard University	June 2009 – August 2009
Roosevelt University	February 2009 – April 2009

University of Missouri

May 2009 – August 2009

Interns assigned to the creative services / programming department can be involved in two main areas of work:

- Production
- Publicity

PRODUCTION - Interns work closely with four producers who are responsible for a wide variety of productions and programs scheduled to air on WLS-TV during their time of assignment. Interns can be directly involved in research, planning, shooting, screening and editing of videotape. This is "field" and office experience. In both cases, interns act as production associates to the producers. The work is creative and deadline demanding, and provides an understanding of the work that goes on behind the scenes of studio-based live events and field-produced programs.

PUBLICITY - Interns work closely with the WLS-TV Station Publicist, in concert with the Program Director, in helping to cultivate and maintain a professional public profile in the greater community. Interns learn how press releases are written and how they are used to communicate both publicly and "internally" among other media outlets and allied fields. Interns learn also to gather important information from various sources to help managers keep abreast of the marketplace. The work is information-oriented and provides an understanding of the need for clear communication, both publicly and internally.

CREATIVE SERVICES / GRAPHICS DEPARTMENT

Northwestern University

March 2009 – May 2009

The creative services / graphics department interns are involved in:

- Assisting our staff of designers with hands-on design and production of projects utilizing Macintosh software and some traditional techniques of art production.
- Developing the visual identity of WLS-TV through assigned projects.
- Understanding how graphic design contributes to a television station's image positioning and brand identity.
- Gaining hands-on experience with Macintosh software.
- Gaining an understanding of animation and post-production through observation of high-end digital paint and editing systems.
- Improving communication skills through daily contact with station employees, outside vendors and other interns in a professional environment.

SALES DEPARTMENT

Southern Illinois University

May 2009 – August 2009

Sales interns become familiar with all aspects of the Local Sales Department. They are trained in:

- Professional business phone etiquette
- Sales and ordering procedures
- Order placement and commercial traffic coordination
- Broadcast standards and commercial clearance
- General Nielsen Rating Research information
- Sales presentation preparation

Sales interns also have the opportunities to observe in:

- Local sales meetings
- Inventory analyzing and pricing meetings
- Projects analyzing program sales
- Master Control airing of commercial pods
- Actual account executive/buyer negotiations

ON LINE OPERATIONS

Columbia College Chicago

June 2009 – August 2009

Online operations include abc7chicago.com and 190north.com as well as several “in production” projects. Website interns:

- Update and develop website content
- Research internet-related reports, sites and systems
- Format documents and images
- Work with other departments in the station on web-related projects